



# Annual Meeting Agenda

February 14, 2021

1. Welcome / Opening Prayer
2. 2020 Annual Meeting Minutes
3. Mission Leadership Team Report
4. Staff & Other Reports
5. Treasurer's Report and Financial Summary
6. 2021 Operating Budget Presentation & Adoption
7. Amendment to the Bylaws of the Constitution
8. Nominations Team Report
9. Elections
10. Adjournment / Closing Prayer

**Resurrection Lutheran Church**  
**Annual Congregation Meeting Minutes**  
**February 9<sup>th</sup>, 2020**

**1. Welcome/Opening Prayer**

- a) Ryan Thompson, MLT President, called the meeting to order at 10:08am. This year Pastor Paul held several pre-sessions prior to this meeting so members had opportunities to ask questions and provide feedback on the materials to be presented.
- b) A quorum of 81 was established.
- c) Pastor Paul shared a prayer.

**2. 2019 Annual Meeting Minutes**

- a) Ryan asked if any changes were requested for the 2019 minutes; none were voiced.
- b) Meeting minutes unanimously approved by voice vote of the attending quorum.

**3. MLT Report**

- a) Ryan recapped the continuing work of the MLT to move from stabilizing the church to more focus on longer term mission.
- b) The budget has been stable for three years now. Thank you for your faithful giving.
- c) More budget discussions of the MLT are focused on longer term needs such as resources required to maintain the facility, resources to grow worship space needs and resources to provide benevolence in the community.
- d) Finally the MLT is working with the newly created Building & Site team to guide them on drafting a comprehensive multi-year plan for our property; what to do with the older buildings, improving the outdoor worship space as well as comprehending new office and education space requirements for the future.

**4. Staff & Other Reports**

- a) Ryan referred the members to read the inserts for each staff member's mission team
- b) He briefly introduced and then talked about a few staff; Hannah is back from maternity leave, Marie has joined as director of children and family ministry which allows Sarah to focus on discipleship. We also welcome Russ as the director of worship.

**5. Treasurer's Report and Financial Summary**

- a) Brian Tri leads this team and gave us a report that we are trending to budget, closing the deficit approved 2019 budget!
- b) Cash flow in 2019 was great due to a few early prepaid full year pledges.
- c) He was asked if we performed an audit this year and his answer was yes with no major findings.
- d) We reduced our mortgage by \$80,942 this year and also started a monthly accrual of \$2,100 to build a reserve for existing facility & infrastructure repairs.

**6. 2020 Operating Budget Presentation and Adoption**

- a) No questions on the proposed 2020 budget of \$763,698. Motion to approve – Su Sorenson, 2<sup>nd</sup> by Andy Craig.
- b) Motion approved by congregation.

**7. Nominations Team Report (includes elections)**

- a) Ryan introduced the new candidates for MLT nomination: Philip Zeccardi and Sarah Dunning – detailed bios in the inserts provided.

- b) Nominations for the MLT nominating committee were proposed with two former board members (Leslee Donovan, Mark Sorenson-Wagner) and two current board members (JoAnne Johnson, Ryan Thompson).
- c) Nomination to continue with Brian Tri as the church Treasurer.
- d) Motion to approve given my Jay Behnken, 2<sup>nd</sup> by Dave Johnson.
- e) Motion approved by congregation for all elections to MLT, to MLT nominations committee and for Treasurer.
- f) Ryan thanked our outgoing MLT members: Bill Braun and Marcia Kolstad for their excellent contributions over their three year term.

**8. Adjournment/Prayer**

- a) Pastor closed us out in prayer and focused on our continued “live resurrection” mission through increased benevolence going forward.
- b) Meeting adjourned at 10:26am.

## **Mission Leadership Team 2020 Annual Report**

Reflecting on 2020, I am thankful for the incredible spiritual leadership by Pastor Paul and the resilience, passion, and creativity of our staff. Through this tumultuous year we faced significant challenges in our world, society, community and church. We have hurt, struggled, lost loved ones, helped others, shared our gifts, and persevered. We adapted to find effective ways to worship together, both online and outdoors, with incredible leaps in technical capabilities resulting in meaningful, inspirational, and polished messages and music. We stepped up communications through frequent letters, messages, and online meetings. We created programming to reach out in new ways to children, youth and adult small groups within our church community.

As President, I am grateful for the support of current and prior MLT members, finance team, stewardship team, building & site committee, PIT Crew, friends, family and many others here at Resurrection. Collectively we helped make decisions, shared expertise generously, and tackled various improvements. I am proud of what we accomplished. I am especially happy to report that we maintained financial stability, completed projects to update our heating system, roof, and parking lot, and created plans to manage the farm property. When I was called to MLT three years ago, I was eager to find a meaningful way to connect. Throughout my term, I formed closer bonds with many leaders in the church. As I leave, I have found a place to serve on the Finance and HR Teams.

This coming year, the MLT will go through a big transition with four people leaving: myself (JoAnne Johnson), Ryan Thompson (after 5 years of service!), Phillip Zeccardi, and Sarah Dunning. Meanwhile, Colton Borg, Kelly Fownes, Shawnee Krueger, and Dustin Vogelgesang are nominated and hopefully joining. They bring unique perspectives, varied volunteer experiences, fresh ideas, and a range of longevity with Resurrection Lutheran Church. They will benefit from the ongoing leadership of two remaining MLT members, Jeff Murray and Julie Frederickson. Please keep the MLT in your prayers, listen closely to what they are doing, support their endeavors, and let them know you appreciate their service. We are fortunate to have a strong, dedicated and engaged team at the helm, to work beside and lift up Pastor Paul.

I will conclude by thanking you for the opportunity to be President of MLT and this congregation. I am humbled by your trust in me. I learned a lot, particularly about how to respond to the unexpected, reach out for help, pray for guidance, and listen to the voice of God.

By JoAnne Johnson  
MLT President

## 2020 Staff Reports

### Paul Dean, Pastor

I can still feel the uncertainty and pain of March 16<sup>th</sup>. Having just had our chili cookoff Lenten meal the week before, gathering for food and fellowship, I could not have imagined what was coming our way. Those first couple of live streams in an empty sanctuary. Bleak to say the least. Moving to online worship... without ever having done this before... was a daunting task. Your staff has developed a great deal of proficiency in areas of technology that we had not ever expected. We believe that proficiency will be of great use in the future.

In the beginning we knew we were swimming in uncertain waters, but we were hopeful that we'd be back to in person worship by Palm Sunday, in just a few weeks after March 16th. That was the plan. Well, we all know the rest of the story. Looking back there is a lot to mourn... to remember lives lost and terrible struggles for individuals and families. During our Service of Remembrance this past December we held and still hold all of that in our prayers. We also bring thanks. There are many, many people to thank for our ability to still be church over this tough year. First... your staff. All of us watched as all kinds of organizations had to shift and change with the new reality. Some churches and nonprofits were able to do it better than others and your Resurrection staff were solid. We also had a lot of help from our volunteers who teamed with us and in many ways led the way. We thank Mike Jensen for the hours and hours of research on technology that will continue to lead us into the future. Troy Blakestad and the PIT crew for getting us ready for outdoor worship safely and readying us for indoor worship. Our outdoor worship crew who made it happen. Pastor Ron Freimark whose leadership of Senior Life was and is an inspiration. The dozens of people who dropped off donations, gift cards and checks for our angel fund so we could be a blessing to families, helping them meet their needs in this turbulent time. Our children and youth volunteers who kept giving their time and presence. The steady hand of our Mission Leadership Team led by our President JoAnne Johnson and the brilliance of our Treasurer Brian Tri and the finance team. Resurrection members simply calling and asking what was needed, providing both financial gifts for additional technology that were outside our original budget plan and giving encouragement to one another.

In many ways 2020 was a year to forget but in many others 2020 taught us again what church means... people gathered, however possible, to be church. You are the church.

## **Sarah Storvick, Director of Discipleship**

In February, I was part of the team leading Resurrection's annual Women's Retreat. The verse that focused our weekend was from Philippians 4. *Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God.* We had no idea how much we would need to lean into these words through much of 2020. The planning team offered a fall afternoon time to safely gather outdoors and again encourage one another, continuing to lean into prayer and God's gift of hope. A variety of Life Groups were planned for spring, but the pandemic, or the ways leader lives were upended by the pandemic, put all of those groups on hold. Other Life Groups continue to emerge, including a Mom's group formed after the fall retreat afternoon, and a missions-focused group around Friends of Tasaaga and ways we can grow in serving the orphan, the poor, and those in need of educational support. Other adult groups have continued to meet as well as they can, including Resurrection's Senior Life Group, Women's Bible studies, and fellowship opportunities such as Book Talk. With the staff team, we strove to pivot to online worship. Giving opportunities were raised up through the Christian Cupboard and other local hunger ministries, and Resurrection reached out in support of CCEFS volunteers too. 2020 was a year filled with much learning, gratitude for the encouragement and generosity offered by so many, and eager appreciation for the potential that 2021 holds as we live resurrection in new and creative ways.

## **Marie Baker, Director of Children and Family Ministry**

We have been on adventure in 2020, we finished out the Spring Sunday School at home with materials provided through email. Activities continued to be sent in weekly emails for families to share in faith learning at home throughout the year. This fall we have had the opportunity to do Sunday School on Zoom and were able to find new ways to come together. Family devotions and activities have also been mailed to homes. We were still able to donate to the Christian Cupboard and to Feed My Starving Children from the offering we received early in the year.

Compassion Camp was a fun on-line summer camp this year. A number of families were able to participate and we had leaders from throughout the congregation create online videos. This was a fun way to stay connected, learn about compassion and it was so great to have so many young leaders!

Our children's ministry program also included the strong involvement of the Guided Hands Puppet Ministry at the beginning of the year. This team of youth, led by volunteers, not only prepared monthly shows, but led a Sunday morning worship service and presented a Bible Story for Compassion Camp. Guided Hands puppet team is a blessing at Resurrection and beyond.

Faith Outfitters continues to offer a series of faith-building events in new ways including Bible Expedition, Trek to the Table Communion preparation workshop on Zoom, the family ADVENTure, Prayers and PJs, service projects and summer camps. The First Communion Service in the fall was a highlight as we gathered physically distanced in the sanctuary to celebrate this milestone for our students. Tuesday Treatday was a new way for families to connect by driving by Resurrection to pick up a treat and we connected for ADVENTure by delivering activities to family homes.

## **Hannah Lorence, Director of Family-Based Youth Ministry**

We praise God and give thanks for the youth and families at Resurrection! I have been in awe of the body of Christ within Resurrection this past year! When COVID-19 pandemic began March we made pivots within the youth ministry programs to keep all youth and families safe. With the ministry year moving from in-person to online, I have witnessed faith being taught in the homes, adult volunteers leading and mentoring youth in their faith, friendships continuing to strengthen, families serving together, and faith being taught and growing within young people and their families.

**High School Youth Group:** This is my eighth year of High School Youth Group. Students and leaders alike were flexible moving from in-person to online and then to zoom platform. Sacred space online was and is created for students to find community, pray for each other, and grow in their faith. With the nature of meeting online, this past summer, students and leaders were able to continue youth group weekly find community and grow in faith.

Confirmation has been a huge blessing this year. It has brought me such joy to work with students that are eager to learn and grow in their faith and small group leaders that are excited, dedicated, and passionate about walking alongside students in their faith. As we moved from in-person to online zoom meetings last March, I was grateful to witness students and leaders engage fully in the vibrant life of faith at Resurrection online. It is a beautiful sight to see adults and middle school students all learning and growing in faith together. I'm grateful to lead Wednesday nights alongside Pastor Paul, Russ, and our small group leaders.

**Tuesday Treat Day:** This past fall I collaborated with Marie Baker to find a creative way to connect with youth and Sunday School families at Resurrection during the pandemic. One way to connect with families is to invite youth ministry and Sunday school families to drive by church, say hello, and receive a Bundt cake from Nothing Bundt Cake. What a blessing it was to connect with families and exchange smiles and greetings.

With gratitude to a rich church family that supports and values their youth to be active participants in the vibrant life of Christ, thank you.

## **Russ Parrish - Worship Ministry**

This past year has been a wild ride, but it has been encouraging to see how we have adapted. Here are things we achieved in 2020:

**Even though we couldn't meet in person, we quickly learned how to prerecord our services and live stream them to keep community online.**

- We invested in new video equipment to enhance the online experience such as cameras, editing software, and portable audio. We took time to learn these new tools which will help us continue to use our skills and equipment when we return to in-person worship.
- This equipment was also used for the audio recordings during our Christmas Eve Drive Thru Sleigh Ride.
- We also used this equipment to provide another point of connection on Sunday nights called "Night of Worship." This is a 1 hour worship service on Sunday nights with just live music through our Facebook where people can request songs to sing. Lyrics are projected, and people chat with each other in the comments.

- For a limited time I was creating "Tuesday Tunes." These were videos of songs and a message approximately 10 minutes in length. They would be posted to Facebook and YouTube on Tuesdays.
- Along with online worship, the band was encouraged to record songs from home to be used in our services.
- Our YouTube Channel and Facebook have 100+ videos on each platform ranging from Sunday Services, Nights of Worship, Tuesday Tunes, Special Services, and more. These videos have averaged 150 views, and our subscribers on YouTube have grown to 180.

**During the summer we were able to meet physically distant outside with the help of our MLT to create a safe space.**

- This was done by measuring the space to allow at least 12ft of distance between families. We set up posts to represent where families should gather.
- We also limited the amount of band members on stage with enough space to be at least 6ft away from each other.
- We held a music event one Sunday night this summer in our outdoor space to give a sense of community.

**Plan for next year.**

Even though we do not know what to expect for next year, we're always trying to plan ahead. Here are a few things we are hoping for in 2021:

- Continued community connection within the band to provide group videos while we are still at home.
- Smoother, clearer, and better online services.  
When we resume indoor services, we will still offer online worship live streamed with our in-house cameras and sound/video team.
- More events in the summer.  
We plan to utilize our outdoor space more this year.
- Videos produced by our church to be used in worship both online and in person.

I am thankful and grateful for the staff, volunteers, and congregation at Resurrection. It has been a wild year, but God has given us the courage, community, and adaptability we needed to make it through this time. I know God has even bigger plans for us in the years to come. We're always in this together!

If you have any questions or want to talk about anything further in this report, please email me at [rparrish@liveresurrection.org](mailto:rparrish@liveresurrection.org).



# 2020 Annual Report of the Synod

by Bishop Patricia Lull | January 2021

***“We can do all things through Christ who strengthens us.” (paraphrase of Philippians 4:13)***

Dear Partners in Ministry,

2020 has certainly been the strangest and most challenging year for us as a synod—for congregations, specialized ministries, and institutions—and for each of you. Thanks be to God, who has strengthened, uplifted, and sustained us during this year of a global pandemic, and important learnings amid social unrest.

I am cheered by the immediate response made by congregations across this synod when we needed to stop gathering in person in early March. From the start you have shown respect for the wisdom of Governor Tim Walz and our public health experts. You pulled together informed lay leaders and community representatives to guide your rostered ministers in crafting a plan for safe reopening and use of your building. Within days, worship planners found new ways to bring the Gospel to a dispersed congregation through mailings, recorded services, live-streamed worship and Zoom. When the weather and new state guidelines allowed gatherings in small numbers, you moved worship outdoors to your parking lots and side yards or used registration, masks and hand washing to ensure that your congregation would not become a hotspot for spreading COVID-19. Thank you.

With courage, you as people of faith faced the tough challenge of offering pastoral care to those who were ill and to the dying. We learned afresh how much a phone call can mean and how Zoom can draw family and friends together in times of grief. So many funeral services had to be postponed or turned into small-size gatherings. Let us commit to remembering the saints we have entrusted to God this past year and find new ways to mark anniversaries when we are able to gather in person again.

When the pandemic wanes we will have much learning to share from this past year about what it means to be a community of faith in the twenty-first century. There will be innovations to keep and cherished practices to reclaim. I look forward to learning with you, especially about how the good news of God’s grace and forgiveness is spoken to us through God’s word and the sacraments.

In 2020, the synod played a unique role in convening congregational leaders amid the pandemic. We hosted Zoom conversations on public health mandates, PPP loans for small businesses, remote congregational meetings, and stewardship of financial resources. I thank Carol Hood, synod vice president; David Laden, synod treasurer; and Sarah Crippen, synod attorney; for helping with many of those sessions.

During all that, the synod assembly was hosted as an online event on Sept. 25-26. We did it, friends! We mastered new technological platforms and demonstrated we could be together while being apart for the essential business of the synod. I am grateful for the confidence you showed in me and the synod staff team when you re-elected me to a second six-year term.

One of the commitments I bring is to continue the transformational work we need to do as individuals, congregations, and institutions to address racism and to hard-bake racial equity and a profound respect for diversity into all aspect of our church life. That is as essential to our well being as are all the safety precautions we have taken to lessen the impact of COVID-19.

Our pastors and deacons deserve our gratitude for stepping up and creating new ways to live out their vocations. Put to the test, they responded with imagination and persistence. I know

you join me in thanking them. Three new colleagues were ordained in 2020. They include Deacon Stephanie Anderson-Telschow, Pastor Jason Kramme, and Deacon Brad Mills. At the close of 2020 we have 47 persons in the candidacy process and are grateful for their openness to serving in a church so shaped by the events of 2020.

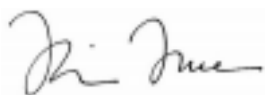
While the focus of ministry shifted in every setting, eight congregations continued their work in the Year of Renewal, an intentional revitalization process that matches the spiritual gifts of members with God's work in the surrounding community. The 2020 participants included Bethlehem, St. Paul; Chisago Lake, Center City; Our Saviour's, Hastings; Redeemer, White Bear Lake; and Our Redeemer, St. Paul. Alongside this work, 12 congregations participated in the synod-sponsored Stewardship for All Seasons program, and 11 others in the Beginning a Culture of Generosity initiative.

While much attention was given to sustaining congregational life this past year, our mission start partners and global companions were not forgotten. Together as a synod we have supported ministry efforts at Christ the Servant, Vadnais Heights; Lutheran Church of Peace, Maplewood; Hope, St. Paul; Minnesota Faith Chinese, Roseville; Good Samaritan, St. Paul; Humble Walk, St. Paul; The Depot of St. Andrew's, Hugo; Cristo Rey, New Brighton; Foundation of Life, St. Paul; and Shobi's Table, St. Paul. Likewise, while the pandemic made it impossible for delegations to travel to Tanzania or Guatemala, prayers and project support abounded to help our siblings in other parts of the world continue their mission in Christ.

Let me end with a special work of thanks to the synod staff. Two staff members retired or completed their term of service in 2020 – Greg Triplett and Deacon April Trout. We thank them for good and faithful service. The current staff include Michael Gold, office assistant; Alicia Rodriguez, office manager; Mary Smith, director of communications; David Roinas, finance administrator; Pastor Justin Grimm, director for evangelical mission and assistant to the bishop; Deacon Krista Lind, assistant to the bishop; Anna Marsh, executive assistant to the bishop; Pastor Peter Harrits, director of Bega Kwa Bega and assistant to the bishop, and Ryan and Astine Bose, newly named short-term volunteers in Iringa.

We have been stretched and tested, but all through this past year God has been at work in and through us. What a joy it is for all of us to serve with you in the Saint Paul Area Synod.

Yours in God's service –

A handwritten signature in dark ink, appearing to read "Patricia Lull", written in a cursive style.

Bishop Patricia Lull



715.268.8434  
lakewapo.org

## Congregational Report 2020

**Thank you for being an Association Member Church!** 2020 was an incredibly difficult and unpredictable year for churches, camps, and communities. Amidst the challenges of 2020, we are thankful for your partnership and support, and look forward to the opportunities for ministry in 2021. Here are some highlights from 2020 that we lift up with grateful hearts:

**An Updated Brand and New Website** Way back at the beginning of 2020, before we knew anything about a pandemic, we started on a fantastic journey with a marketing company to create a refreshed brand for the camps of LWLBC and a new website. Check it out! [lakewapo.org](http://lakewapo.org)

**Summer 2020** Despite having to cancel all of our traditional summer camp programming we were still able to hire a small summer staff for Wapo/Ox and Wilderness Canoe Base. This group of talented and dedicated young adults created incredible camp experiences that campers and families could enjoy at home. We were sad to not gather in person but so grateful for the ways we could engage with campers virtually. We were able to provide limited cabin space for family rentals and our staff at Wapo and Wilderness were so happy to host real live people!

**Retreats and Events in 2020** The COVID-19 health crisis caused a major disruption in our retreat calendar as well. Because this landscape changes quickly and is unpredictable, most of our groups canceled for the year but we were able to safely host a few groups in the Fall. We have implemented even more rigorous cleaning and disinfecting protocols for all of our sites and require masks and social distancing. Many of our normal events had a new look this year as we adapted to drive through versions of the Memorial Day Pancake Breakfast and Christmas Dinner Theater, a shortened and physically distanced Boat-in Worship season, and a golf tournament with picnic meals.

**Rooted and Renewed** The Rooted & Renewed campaign for Wilderness Canoe Base reached a significant milestone when we raised the \$300,000 needed to pay off the loan used for the final purchase of that site. And now, we are so close to raising the remaining \$100,000 for needed upgrades in the Cove. If you'd like to learn more, please contact Nathan Berkas at [nathanb@campwapo.org](mailto:nathanb@campwapo.org).

**The Gather Campaign for a new Dining Hall and Hospitality Center** With the support of our Board, we decided to begin Phase 1 of this project in 2020. We had the funds in hand to begin building and the time was right due to the disruption in hosting guests and events at Camp Wapo. We anticipate that Phase 1 will be complete in time for the summer 2021 program to begin. Please prayerfully consider how you might be able to financially support this important project as we continue to raise funds for Phase 3. See building progress at [lakewapo.org](http://lakewapo.org).

**Financial Gifts.** 2020 was a rough financial year for so many families, businesses, and organizations. The financial impact of the pandemic is far reaching and long lasting. Here at camp we experienced an estimated \$2.3 million loss in summer and retreat program revenue. We adjusted our budget by reducing our expenses by 40% sustaining only our essential day to day operations. We could not have financially survived 2020 without the incredible support we have received from our partner churches and individuals. We are humbled and blessed by your generosity.

**Leadership Transition.** We are so grateful for the care and leadership that Pastor Jeff Barrow provided as Interim Program Director. As we said goodbye to Jeff in December, we welcomed Pastor Suzi Orlopp as the Director of Programs and Retreats for Camp Wapo and Ox Lake. Suzi brings a great deal of energy and expertise, coupled with her longstanding love and admiration for outdoor ministry.

**Risk Management and Youth Protection** In a year where nothing was normal, our mission was critical, “places of grace forming people of faith”. LWLBC has the primary purpose of providing opportunities for campers to discover, build, and celebrate their relationships with Christ, the church and each other. We are passionate about proclaiming the good news of Jesus to kids in safe spaces. This year we prioritized improving our policies and procedures so we are well poised and ready for 2021. You can find our policies at [lakewapo.org](http://lakewapo.org).

**Our theme for 2021 is “Just Love”** Psalm 33:5 says “The Lord loves righteousness and justice; the earth is full of the steadfast love of the Lord”. This theme will help us focus on living out justice that is formed and shaped by the unearned and utterly gracious love of God, which is longer, higher, wider and deeper than we can imagine.

We look ahead with eager anticipation and a sure sense of hope.

## 2020 RLC Treasurer's Report

### Financial Accounts

	<u>Dec. 31, 2020</u>	<u>Dec. 31, 2019</u>	<u>Dec. 31, 2018</u>
Checking Balance	\$105,273*	\$41,484	\$70,508
Savings Balance	\$653,419**	\$300,545	\$280,650
Line of Credit	\$0	\$0	\$0
Loan-Rooftop Units (10yr)	\$148,779	n/a	n/a
Mortgage-122 (5/14)	\$451,608	\$480,270	\$507,761
Mortgage-121 (10/14)	\$452,618	\$480,823	\$507,805
Mortgage-120 (Fixed 14)	\$448,674	\$476,379	\$502,848
COMBINED MORTGAGE	\$1,352,900	\$1,437,472	\$1,518,414

\* Includes \$18,000 of 2021 prepaid offering (not included in 2020 Revenue)

\*\* Includes: Restricted Funds (\$598,194), Designated Funds (\$26,478) & Accrued Expenses (\$22,588)

### RLC 2020 Financial Summary

RLC entered the year financially sound and confident in our budget, which was approved with an operating loss. This was done on faith that revenue would continue to grow to offset budgeted expenses. Our faith was well-placed – even amidst a global pandemic!

#### Key Financial Events:

- Prepaid, full-year pledges received totaling \$48,600 provided needed operating cash
- RLC received a \$60k forgivable loan through the SBA Paycheck Protection Program
- Replaced roof (\$145k from restricted funds) & re-sealed the parking lot (15k)
- Thrivent provided a loan for \$150k to replace our rooftop units for energy efficiency
- Giving remained faithful, with year end gifts overcoming a slower summer/fall
- Paid down \$84,572 of mortgage balances over the course of the year
- Maintained our expense accrual to save money for future capital expenditures
- Received a second gift from the Oehlke estate (restricted for building/site expenses)
- Converted to online QuickBooks (led by Michelle Sponholz) for improved reporting

### Opportunities & Risks in 2021

RLC starts 2021 with strong operating cash (checking account balance) and a healthy savings account (restricted/designated/accrued funds). Our debt load – while higher than we would like – is manageable.

#### Noteworthy Items:

- The coordination of MLT, Finance Team, PIT Crew, Staff, Stewardship Team, etc. was critical in 2020 and remains critical to managing our finances in 2021.
- Electronic Giving remains a centerpiece of managing cash flow throughout the year -- please consider making this change (email Jay at [jhickey@liveresurrection.org](mailto:jhickey@liveresurrection.org)).
- Need for close monitoring of giving and expenses to manage for a balanced budget. This is especially important as economic uncertainty remains due to the pandemic.
- Financial planning and preparations for the use of restricted funds to address the needs identified by the site planning team and PIT Crew.

### Beyond 2021

The Finance Team is committed to the long-term financial strength of RLC. We will continue to provide financial oversight that balances current year needs and future stability.

FINAL - January 26, 2021

	2017 Actual	2018 Actual	2019 Actual	2020 Actual	2021 Budget
<b>INCOME</b>					
Offerings					
Regular Giving	240,740	218,116	200,903	162,280	150,000
Simply Giving	361,420	393,025	419,113	485,153	475,000
Special / Designated Gift		579	29,800	11,485	10,000
Stock Sale Income	25,803	25,375	18,370	33,719	30,000
Thrivent Choice	1,697	1,873	2,949	1,355	1,500
	<b>629,660</b>	<b>638,968</b>	<b>671,135</b>	<b>693,992</b>	<b>666,500</b>
Registration Fees	15,706	18,811	32,075	5,354	8,400
Misc. Donations/Other Income	1,664	2,313	1,152	816	500
Fundraising	-	5,300	-	-	-
Misc Income (Interest)			25,997	66,024	1,000
					-
<b>Total Income</b>	<b>647,030</b>	<b>665,392</b>	<b>730,359</b>	<b>766,186</b>	<b>676,400</b>
	<b>2017 Actual</b>	<b>2018 Actual</b>	<b>2019 Actual</b>	<b>2020 Actual</b>	<b>2021 Budget</b>
<b>EXPENSE</b>					
Facilities	49,937	58,418	76,823	74,654	61,574
Office/General Expense	10,806	12,015	13,325	10,991	12,560
Office Equipment/Technology	16,371	18,233	17,306	22,467	26,252
Worship Music	2,075	4,258	7,287	7,522	10,794
Worship Services	3,709	3,418	2,575	16,544	2,484
Advertising	1,171	1,397	1,001	115	2,650
Adult Ministries	847	737	1,141	219	1,300
Adult Ministry	1,479	526	3,803	1,069	3,000
Confirmation Ministry	1,388	824	2,309	1,667	420
Student Ministry	13,129	22,708	27,050	4,260	4,980
Children's and Family Ministry	12,232	10,608	9,821	894	5,900
Child Care - Angel Haven	30	58	-	-	100
Mission Leadership	1,073	950	-	-	500
Benevolence	18,770	19,690	18,733	20,852	22,100
Staff Expenses/Programming	6,248	5,501	5,266	5,709	8,880
Salaries & Pensions	313,099	324,500	378,694	379,268	372,315
Building Expenses	173,132	182,167	166,924	153,320	163,236
Capital Campaign/Fundraising Exp	(13)	-	-	-	-
Other	-	250	-	-	-
<b>Total Expenses</b>	<b>625,484</b>	<b>666,258</b>	<b>732,058</b>	<b>699,551</b>	<b>699,045</b>
<b>Income / (Loss)</b>	<b>21,546</b>	<b>(866)</b>	<b>(1,699)</b>	<b>66,635</b>	<b>(22,645)</b>

# **Proposed Amendment to the Bylaws of the Constitution of Resurrection Lutheran Church**

## **3) Organizational Structure**

### **f) The Human Resources Team**

- i. is responsible for the Pastoral care and support.
- ii. Will pray for, encourage, evaluate and offer feedback to support the growth of the Pastor and the Pastor's ministry.
- iii. Will review Synod guidelines and provide recommendations to the MLT for annual review of compensation changes.
- iv. Will gather feedback from the staff and act as a resource as needed.
- v. Will support the Pastor with staffing decisions as needed.
- vi. Will update the Employee Handbook as needed.
- vii. Membership will consist of at least three former or current MLT members who will respect confidentiality and commit to a minimum of a two-year term.



# Nominations Report

## Nominations for MLT 2021

### Dustin Vogelgesang – 3 Year Term

- Member of Resurrection for 8 years. In good standing.



**Bio:** What an honor to be chosen to serve on the MLT! My wife Emily and I have lived in Woodbury for 16 years and have been members at Resurrection 8 years. Elaina is our oldest daughter and is 12, 7th grader at Lake Middle School. Evelyn is 8 years old and a second grader at Red Rock Elementary school. I enjoy playing as much golf as I can and as the weather allows. My free time in the winter is spent with the East Ridge Boys Hockey team as this is my 4th season as their head coach.

### Kelly Fownes – 3 Year Term

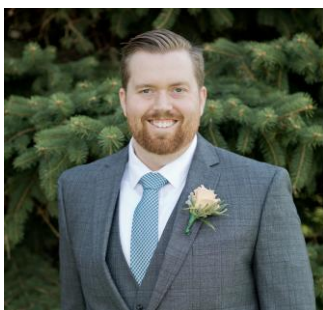
- Member of Resurrection for 12 years. In good standing.



**Bio:** My husband Ian, daughter Allison and son Owen have been faithful members at Resurrection for 12 years. I enjoy staying active with my kid's sports/activities, daily walks with my dog & husband, rooting for the Wild & GB Packers and spending time at our family cottage in WI. I'm currently a part of the Faith Outfitters team and Christmas toy drive for East Emmanuel. I look forward to being a part of MLT.

### Colton Borg – 2 Year Term

- Member of Resurrection for 4 years. In good standing.



**Bio:** My wife and I were dating the first time we visited Resurrection and we were married here in 2018. We live in Shoreview, but we found a home in Resurrection Lutheran and have found it to be a very strong community that we want to help in any way possible. I am in technical sales for an HVAC manufacturer in addition to being back in school doing a part-time MBA through the University of St. Thomas. I enjoy hiking up north with my wife, Becky, and young daughter, Julia.

*\*Nomination's report continues on next page*



### **Shawnee Krueger – 2 Year Term**

- Member of Resurrection for 13 years. In good standing.



**Bio:** Shawnee, her husband Shawn, and their two daughters have been part of the Resurrection community since 2007, with a couple years hiatus in the middle. She has served on the Women's Retreat committee, is a Dock Guide with Faith Outfitters, and has helped in various other areas as needed at church. By day, Shawnee works as a public health and school nurse in South St Paul where she has taken on the job of Covid Coordinator for the school district this year. In her spare time, she enjoyed cooking/baking, gardening, stage managing live theater, and schlepping her daughters to dance classes.

### **Nominations for Nominating Committee 2020**

- Diane Jordahl
- Laura Holtmeier
- Jeff Murray current board member
- Julie Fredrickson current board member

### **Nomination for Treasurer 2021**

- Brian Tri: current treasurer